

GROWTH WALK



ANSWER GUIDE

WHAT IS GROWTH WALK?

This course guides you to discover your redemptive purpose and live the life that God created just for you.

There are three steps that will equip you to:

- 1. CONNECT** TO YOUR LOCAL CHURCH
- 2. GROW** IN YOUR SPIRITUAL MATURITY
- 3. IMPACT** YOUR WORLD



Step 1 — Connect

Explore the ministry of CrossWalk and find out how you can connect with our exciting church in a rewarding way.

PG. 4 // OUR STORY

PG. 5 // OUR MISSION

PG. 7 // OUR COMMUNITY



Step 2 — Grow

Explore common biblical practices to help you grow into spiritual maturity, reach your full potential, and become all that Jesus wants you to become.

PG. 12 // DEVOTIONS (SOAP)

PG. 14 // WATER BAPTISM

PG. 15 // GENEROSITY

PG. 20 // BAPTISM IN THE HOLY SPIRIT



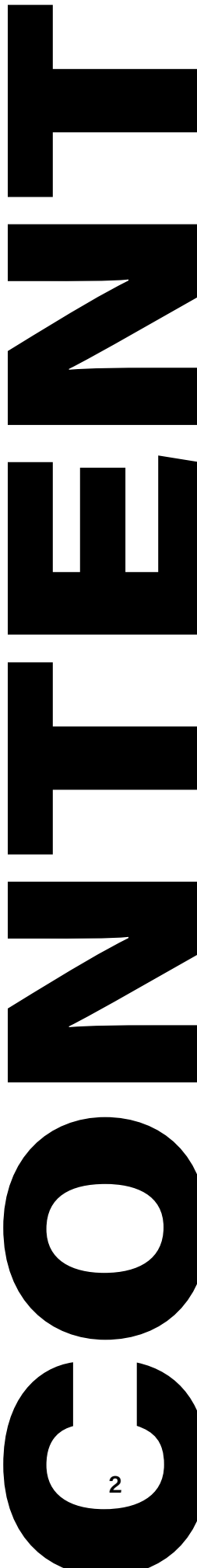
Step 3 — Impact

Explore your unique, God-given design, see how your design reveals your purpose and best fit for ministry, join a ministry team that provides you an opportunity to express your gifts, interests, and experience, and make a difference in your world.

PG. 24 // BEING PART OF THE BODY

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STEP 1: CONNECT

TO THE LOCAL CHURCH

OUR STORY



Mark and Pam dreamed of planting a church that would inspire the emerging generation to pursue Jesus with passion. To do so, people would be provided an opportunity to reach their full potential as Christ followers. In the summer of 2001, 25 people committed to seeing that dream become a reality.

From the beginning, CrossWalk has focused on reaching people far from Jesus and guiding them to become His devoted followers. With that simple mission, Jesus has blessed our efforts; He has built our church. GrowthWalk has been a critical part of that vision.

From that fledgling, small launch team, CrossWalk has grown significantly to become a church with multiple locations and making an impact in the communities where we are located. We not only have a private Christian school as a part of our local mission, but we also have a robust missions outreach all around the world as well.

We invite you to connect with us, grow with us, and make an impact with us. We have a place for you! Jump in and discover the exhilarating fulfillment of making a difference with your life.

OUR REASON FOR BEING A CHURCH IS QUITE SIMPLE:

A GREAT **COMMITMENT**
TO THE GREAT **COMMANDMENT**
AND THE GREAT **COMMISSION**
WILL GROW A GREAT **CHURCH**

THE GREAT COMMANDMENT:

"You must love the Lord your God with all your heart, all your soul, and all your mind.
...(And you must) love your neighbor as yourself. The entire (Old Testament) is based
on these two commandments." - *Jesus (Matthew 22:36-40)*

THE GREAT COMMISSION:

"Go and make disciples of all the nations, baptizing them in the name of the Father
and the Son and the Holy Spirit. Teach these new disciples to obey all the commands
I have given you." - *Jesus (Matthew 28:19-20)*



SO, AT CROSSWALK,
WE LEAD PEOPLE TO:

ENCOUNTER Jesus

- To love and get to know Jesus with all that we are.

ENCOURAGE each other

- To genuinely love each other and create spiritual growth opportunities for every person.

ENGAGE the world

- To go beyond ourselves with our unique gifts and invite others to follow Jesus.

FURTHERMORE:

A GREAT COMMITMENT
TO THE GREAT COMMANDMENT
AND THE GREAT COMMISSION
WILL GROW A GREAT **CHRISTIAN**

SO, OUR PRAYER FOR YOU IS THAT
YOU, TOO, WILL PERSONALLY:

ENCOUNTER JESUS
ENCOURAGE OTHERS
ENGAGE YOUR WORLD

THE STRUCTURE OF CROSSWALK CHURCH

The **ministry side** of our church is led by a team of pastors who are credentialed by an internationally recognized network of ministries. So, while our church is self-governed, autonomous, and non-denominational, our pastors are held strictly accountable by the apostolic covering that the officials of an outside denomination provide – much like how the apostle Paul’s team ordained Titus to lead the pastoral team in Crete and Timothy to lead the pastoral team in Ephesus.

Our pastors have to re-apply for their ministry credentials every single year, and they have to prove that they have remained true theologically, ethically, and morally. In this way, they are able to remain as the Bible commands of leaders – “above reproach” (1 Timothy 3:2; Titus 1:7).

Then the **organizational side** of our church is led by an administrative team. And they are covered by advisors – business leaders in our church who make sure that our policies and finances are sound. This team keeps our church just as strong financially as it is theologically.



COMMUNITY IS OUR LIFESTYLE

"Let us not neglect our meeting together, as some are in the habit of doing, but encourage one another." - *Hebrews 10:25*

ENCOURAGE – *parakaleo*

para (alongside) + kaleo (to call) = called alongside (as in to help)

Every day, in the **Temple** and from **house to house**, they continued to teach and preach this message: "Jesus is the Messiah." - *Acts 5:42*

Temple – the **CORPORATE** context

House to house – the **PRIVATE** context

BOTH ARE VITAL TO THE
CHRISTIAN EXPERIENCE

Worship services on Sundays + Connect Groups during the week = a complete experience.

Life change happens in the context of relationships. Connect groups have one purpose – to bring people together. God created us to live in community with others. Community is God's way of growing and accelerating us into the full life He has for us.

In fact, of the 59 "one another" commands by Jesus in the four Gospels, most of them cannot be done in a corporate worship gathering; they can only be done in a smaller, private setting where trust has been established.

WHERE DO WE GET OUR EXAMPLE OF COMMUNITY?

The way Jesus lived is a picture of what community should look like. He demonstrated the value of being connected. Rarely did Jesus spend time by Himself. He spent time with the multitudes, the twelve, the three. Jesus spent the large majority of his time with his group, which we know as the disciples.

God will use **people** to push you through hindrances that isolation won't allow you to overcome. God's chosen method to do something in your life will be through people.

In Jesus' most significant moments, such as the Transfiguration (ascending to Heaven) and the Garden of Gethsemane (before his death), Jesus brought with Him not one, but several disciples. He lived in community. He called them to follow Him, merge their lives with His, and do life together. As community became their lifestyle: he equipped them, empowered them, and enabled them. (*Matthew 4 & 9*)

It is God's desire for each and every one of us that we become part of something dynamic beyond ourselves.

God has called us to be part of a **FAMILY**.

"Whenever we have the opportunity, we should do good to... those in the family of faith." - *Galatians 6:10*

God has called us to be part of a **BODY**.

"All of you together are Christ's body, and each of you is a part of it." - *1 Corinthians 12:27*

OUR PRAYER

Our prayer for you is that you discover the incredible benefit of connecting on a regular basis with other believers in a community that feels like home.

NEXT STEPS.

1. SHOW UP ON SUNDAY MORNINGS

Connect with your CrossWalk family at a location near you and experience the transformational power of Jesus in the corporate setting.

2. JOIN A CONNECT GROUP

Connect with a small group of other believers at a location near you and experience the power of community in a Jesus-centered setting.

3. FINISH GROWTHWALK

Step 2 – Grow (next week)

Step 3 – Impact (the following week)



REVIEWS & RATINGS

LET US KNOW HOW WE'RE DOING

Make a lasting impact in our community by sharing your positive experiences with CrossWalk Church. It's easy to do and takes less than 5 minutes.

Tell others about how God has changed your life by leaving a review on your favorite location and review platform - and don't forget to give us a 5-star rating if we've earned it!

WRITING A GREAT REVIEW

- Write about what really stands out to you about the church.
- Make it personal. Share part of your journey. This is a great way to share part of your personal testimony, but keep it brief and upbeat!
- Use words/language that everyone understands and can relate to.
- Feel free to make it fun, use emojis, etc.
- Write like you are visiting with a person who has never been to a church before.
- We love 5 stars!
- Don't worry about perfect grammar and spelling. In fact, if it's too perfect... a review can sound fake!
- If you have time, leave reviews on the other websites listed. It really makes a difference!

WWW.CROSSWALK.CC/REVIEWS



STEP 2:

GROW

IN SPIRITUAL MATURITY

STUDY THE WORD

Spiritual growth is not automatic; it requires intentionality. So, there are some practices in the Bible that we can adopt for our own lifestyle.

"You have been Christians for a long time now, and you ought to be teaching others, but instead... you need someone to teach you... When a person is still living on milk, it shows that they aren't very far along in the Christian life... They're still a baby Christian!" - *Hebrews 5:12-13*

PRACTICE #1: DAILY DEVOTIONS

When we spend time with Jesus on a regular basis, our faith is made strong and powerful.

"When the council saw the boldness of Peter and John... they were amazed and realized what being with Jesus had done for them." - *Acts 4:13*

S – **STUDY** _____ - Read a portion of the Bible that works for you.
*We recommend a reading plan using the YouVersion Bible App

O – **OBSERVE** _____ - Write down what God is saying to you.

A – **ACTION** _____ - Write down your action steps.

P – **PRAY** _____ - Talk it over with Jesus.

OUR PRAYER

Our prayer for you is that you would commit yourself to spend some time each day in the Word and in prayer. You will soon discover that it will begin to transform you into someone better.



BAPTISM

PRACTICE #2: WATER BAPTISM

1. A STANDARD

Who should be water baptized? **EVERYONE** who believes in Jesus.

"Repent and be baptized, every one of you, in the name of Jesus Christ... Those who believed and accepted Peter's message were baptized." - Acts 2:39-41

2. A STATEMENT

What does the word baptism mean? It illustrates our **IDENTITY** with the death, burial, and resurrection of Jesus.

"Christ died for our sins... He was buried... and He rose again." - 1 Corinthians 15:3-4

"By our baptism, we were buried with Him and shared His death, in order that, just as Christ was raised from the dead... so also we may live a new life." - Romans 6:4

3. A SYMBOL

How should a Christian be baptized? **IMMERSION** best symbolizes the death and burial of the old self and the resurrection to new life. Also, the Greek word used in the Bible, *baptizo*, means "do dip" or "to plunge under"

"As soon as Jesus was baptized, He went up out of the water." - Matthew 3:16

4. A STEP

When should a Christian be baptized? As soon as **POSSIBLE**. In all of the examples in the book of Acts when people were baptized, there was sense of urgency and immediacy.

"Peter's words pierced their hearts, and they said to him, 'Brothers, what should we do?' ...Those who believed what Peter said were baptized and added to the church that day - about 3,000 in all." - Acts 2:37-41

"Philip told the eunuch the Good News about Jesus. As they rode along, they came to some water, and the eunuch said, 'Look! There's some water! Why can't I be baptized?' He ordered the carriage to stop, and they went down into the water, and Philip baptized him." - Acts 8:35-38

"Then the Philippian jailor brought Paul and Silas out and asked, 'Sirs, what must I do to be saved?' They replied, 'Believe in the Lord Jesus and you will be saved... Even at that hour of the night... he and everyone in his household were immediately baptized.' - Acts 16:30-34

OUR PRAYER

Our prayer for you is that if you have never been baptized, then you would commit yourself to get baptized at the next opportunity. We have another one scheduled soon! So, go ahead and get yourself signed up today!

VISIT WWW.CROSSWALK.CC/BAPTISM

GENERO

PRACTICE #3: GENEROSITY

Our finances are a gauge to tell us where our heart is. God observes how we spend our money to see where our priorities really are.

"Wherever your treasure is, there your heart will also be."
- Matthew 6:21

The Bible is a book about giving because God is a Giver. In fact, He gave the greatest gift of all, His one and only Son, that we might have eternal life.

"For God so loved the world that **He gave**... (His one and only Son)"
- John 3:16

But God prescribed a certain percentage so that we can all measure our own giving objectively instead of subjectively.





GENEROSITY IS OUR PRIVILEGE

WHAT is percentage giving? The **FIRST** **10%** of one's income.

"Be sure to set aside a tenth of all that your fields produce each year" - *Deuteronomy 14:22*

"Honor the Lord by giving Him the first part of all your income, and He will fill your barns to overflowing." - *Proverbs 3:9-10*

WHERE should we do percentage giving? Wherever we **WORSHIP** and receive spiritual nourishment regularly.

"Bring your whole tithe into My Storehouse... My Temple. (Bring all of the first 10% to your place of worship.)" - *Malachi 3:10*

WHEN should one do percentage giving? The first opportunity after **PAYDAY**.

"On the first day of every week, set aside some of what you have earned and give it as an offering. The amount depends on how much the Lord has helped you earn." - *1 Corinthians 16:2*

WHY should one do percentage giving?

a. Because God commanded it.

"A tenth of all you produce is the Lord's, and it is holy." - *Leviticus 27:10*

b. Because Jesus commended it. (It does exist in the New Testament)

"Yes, you should tithe, and you shouldn't leave the more important things undone either." - *Matthew 23:23*

c. Because it demonstrates that God is first place in our life.

"The purpose of tithing is to teach you to always put God in first place in your life." - *Deuteronomy 14:23*

d. Because it reminds us that everything has been given to us by God.

"Always remember that it is the Lord your God who gives you the ability to produce wealth."
- *Deuteronomy 8:18*

e. Because God says that refusing to tithe is actually stealing from Him!

"God says, 'Will a man rob God? Yet you are robbing Me!' But you ask, 'How do we rob you?' God says, 'In tithes and offerings.'" - *Malachi 3:8-10*

f. Tithing gives God a chance to prove that He actually wants to bless us.

"Bring your whole tithe in to My storehouse. Test me in this and see if I will not throw open the floodgates of heaven and pour out so much blessing that you won't have room enough to store it! I will prevent pests from devouring your crops and the vines in your fields will be protected from plagues."
- Malachi 3:10-11

OUR COMMITMENT

CrossWalk has always been a very blessed church because we have tithed as an organization since our very first offering collection. After every collection, the very first thing that we do is take the first 10% out and put it in a designated account that is exclusively used to support our missions contacts both locally and abroad. So, by your tithing, you can make a difference in our community, in our nation, and around the world!

OUR GUARANTEE

Since Malachi 3:10 guarantees that you will be better off financially, then if you are not better off after three months of faithfully giving the first ten percent of your income, then we will actually return everything back to you that you have given over that three-month period. So, you have a no-lose opportunity to truly test the Lord in this exciting practice.

"Test Me in this..." - *Malachi 3:10*

OUR PRAYER

Our prayer for you is that if you have never experienced the joy of God's blessing upon your finances, then you would take a step of faith and commit yourself to giving the Lord what He has prescribed, and in so doing, you can be a part of a church that is making Jesus known in the world.

A photograph of a man in a church, wearing glasses and a dark shirt, with his arms raised in praise. He is looking upwards with a joyful expression. The background is slightly blurred, showing other people in the congregation, some with their arms raised. The lighting is warm and focused on the man.

BAPTISM IN THE HOLY SPIRIT

PRACTICE #4: BE FILLED WITH THE HOLY SPIRIT

Jesus promised us that the Holy Spirit would come and help us live the Christian life victoriously.

"I will ask the Father, and He will give you another Advocate, who will never leave you... Unless I go away, the Counselor will not come to you. But if I go, I will send Him to you... When the Spirit of Truth comes, He will guide you into all truth." - *John 14:16; 16:7; 16:13*

1. Jesus never intended for His followers to attempt the Christian life without the power of the Holy Spirit.

"Do not leave Jerusalem, but wait for the gift my Father promised (the empowerment of the Holy Spirit):"
- *Acts 1:4*

Peter, a disciple of Jesus, before and after the empowerment of the Holy Spirit:

BEFORE: "A servant girl noticed Peter in the firelight and began staring at him. Finally, she said, 'This man was one of Jesus' followers!' But Peter denied it. 'Woman, I don't even know Him!'" - *Luke 22:56-57*

AFTER: "Then Peter stepped forward with the eleven other apostles and shouted to the crowd, 'Listen carefully, all of you, fellow Jews and residents of Jerusalem... Let everyone in Israel know for certain that God has made this Jesus, whom you crucified, to be both Lord and Messiah!' ...Peter's words pierced their hearts... Those who believed what Peter said were baptized and added to the church that day – about 3,000 in all." - *Acts 2:14, 36-37, 41*

2. The ONGOING MINISTRY of the Holy Spirit was not limited to just the Early Church, but for the entire Church today. There was no expiration date on His empowerment of believers in the Church.

"The promise is for you and your children and for all those who are far off." - *Acts 2:39*

3. The work of the Holy Spirit is A SEPARATE & SUBSEQUENT EXPERIENCE from the work of salvation.

The believers in Jerusalem were already followers of Jesus. But they needed something more. So, Jesus told them to wait and be filled with the Spirit.

"Do not leave Jerusalem, but wait for the gift my Father promised." - *Acts 1:4*

"All the believers were meeting together in one place. Suddenly... everyone present was filled with the Holy Spirit." - *Acts 2:1-4*

The believers in Samaria were already followers of Jesus, but they also needed something more. So, Peter and John went and prayed for them.

"When the apostles in Jerusalem heard that Samaria had accepted the word of God, they sent Peter and John to them. When they arrived, they prayed for them that they might receive the Holy Spirit, because the Holy Spirit had not yet come upon any of them; they had simply been baptized into the name of the Lord Jesus. Then Peter and John placed their hands on them, and they received the Holy Spirit." - *Acts 8:14-17*

The believer named Apollos was already a follower of Jesus, but he needed something more. So, Priscilla and Aquila explained it to him.

"A Jew named Apollos, an eloquent speaker who knew the Scriptures well, had arrived in Ephesus from Alexandria in Egypt. He had been taught the way of the Lord, and he taught others about Jesus with an enthusiastic spirit and with accuracy. However, he knew only about John's baptism. When Priscilla and Aquila heard him preaching boldly in the synagogue, they took him aside and explained the way of God even more accurately." - *Acts 18:24-26*

The believers in Ephesus were also already followers of Jesus, but they needed something more. So, Paul instructed them and prayed for them.

"Paul... arrived at Ephesus. There he found some disciples and asked them, 'Did you receive the Holy Spirit when you believed?' They answered, 'No, we have not even heard that there is a Holy Spirit.' ...When Paul placed his hands on them, the Holy Spirit came on them." - *Acts 19:1-6*

4. The EMPOWERMENT of the Holy Spirit is an ongoing experience rather than a one-time event.

"Be filled with the Spirit." (or better translated, "continue being filled") - *Ephesians 5:18*

OUR PRAYER

Our prayer for you is that if you have never experienced being filled and empowered by the Holy Spirit, then you would take a step of faith and commit yourself to seek Him with your whole heart and invite Him in. The Holy Spirit will make all the difference in the world for you.

NEXT STEPS.

1. GET YOUR JOURNAL

Follow the SOAP method and begin writing down your biblical insights and conversations with Jesus on a daily basis.

2. PRACTICE GENEROSITY

Support the local church through acts of giving and tithing.

3. GET WATER BAPTIZED

Visit www.crosswalk.cc/baptism and sign up to be water baptized at a time that is convenient for you.

4. FINISH GROWTHWALK

Step 3 – Impact (next week) is the last session.
You're almost there!



STEP 3: IMPACT

YOUR WORLD TO MAKE
A DIFFERENCE

BE THE PART BODY



In **Session 1** of GrowthWalk, we discovered that God desires us to become part of something dynamic beyond ourselves. God has called us to be part of a family and part the body of Christ. In a family, we all have certain tasks to do so that the family functions properly. Similarly, in a body, every part has a certain role to do so that the body also functions properly.

We love the phrase, “The church is not built on the talents of the **few**, but on the sacrifice of **many**.” We aim to be like Jesus in all we do, including servant leadership. In his own words, Jesus said, ““For who is greater, the one who is at the table or the one who serves? Is it not the one who is at the table? But I am among you as one who serves” (*Luke 22:27*).

Jesus modeled serving others, the greatest example being when he lowered himself and washed his disciples’ feet. Later, he is described as a servant by the Apostle Paul: “Who, being in very nature God, did not consider equality with God something to be used to his own advantage; rather, he made himself nothing by taking the very nature of a servant, being made in human likeness” (*Philippians 2:6-7*).

If serving was a mandate for Jesus, then it should be one for us as well.

"Each of us is a part of the one Body of Christ... The eye can never say to the hand, 'I don't need you.' The head cannot say to the feet, 'I don't need you.' And some of the parts that seem weakest and least important are really the most necessary!" - 1 Corinthians 12:13, 21-22

THE HUMAN BODY

Just as every part has a specific role to serve in the body...

Just as every part has a different function...

Just as every part is very important...

Just as every part belongs, and it cooperates with all the other parts in the body...

Just as there are no wasted parts in the body...

Just as the body gets sick when an part ceases to function in its role...

THE CHURCH

...every person has a specific role to serve in the church.

...every person has a different function.

...every person is very important.

...every person belongs, and cooperates with all the other people in the church.

...there are no wasted people in church.

...the church is not as healthy when a person neglects to function in their role.

God desires each and every participant to serve Him and others according to their unique design. Then the local church body of Christ will be totally complete.

THE HUMAN BODY

Just as every system has a specific role to serve in the body...

Just as every system has a different function...

Just as every system is very important...

Just as every system belongs, and it cooperates with all the other systems in the body...

Just as there are no wasted systems in the body...

THE CHURCH

...every team has a specific role to serve in the church.

...every team has a different function.

...every team is very important.

...every team belongs, and cooperates with all the other teams in the church.

...there are no wasted teams in church.

OUR PRAYER

Our prayer for you is that you discover your unique, God-given design, and then find the thrill of fulfillment by joining one of our Ministry Teams that is best aligned with your gifts.

NEXT STEPS.

1. DISCOVER YOUR UNIQUE DESIGN

Complete the SHAPE assessment tool.

2. MEET WITH YOUR LOCATION PASTOR

And join one of our Ministry Teams. We have a place for you!

We've been waiting for you. Welcome home!



DISCOVER YOUR PERSONALITY & GIFTS

**CROSSWALK ASSESSMENT FOR ONE'S
SERVICE IN THE LOCAL CHURCH**

SHAPE TEST

Our unique, God-given **design** helps us achieve our unique, God-given **destiny**.

S - SPIRITUAL GIFTS

H - HEART

A - ABILITIES

P - PERSONALITY TEMPERAMENT

E - EXPERIENCES IN LIFE

Spiritual Gifts: What are you gifted to do?

"Each person has their own gift from God; one has this gift, another has that. (No one was ever left out and the gifts are diverse)." - *1 Corinthians 7:7*

Heart: What do you love to do? What is your passion?

"God has put it into their hearts to accomplish His purpose." - *Revelation 17:17*

Abilities: What natural talents and developed skills do you have?

"There are different abilities to perform service." - *1 Corinthians 12:6*

Personality Temperament: Where does your personality best suit you to serve in the body of Christ?

Experiences in Life: What spiritual, painful, educational, and ministry exposure have you had that equips you for certain service in the local church?

"Sometimes it takes a painful experience to make us change our ways." - *Proverbs 20:30*

CROSSWALK ASSESSMENT TOOL

SPIRITUAL GIFTS

Consider each gift from the list on pages 33 - 36. What are the top three gifts with which you relate the most. Which three gifts do you feel God has equipped you? Which three gifts excite you the most? Which three gifts do you find the most fulfilling? Which three gifts come the most natural to you? **Record your answers below.**

1. _____

2. _____

3. _____

HEART

What issues in the church and/or the community concern you the most? What do you enjoy talking about with others? What do you pound the table about because it's so important to you? What have others who have observed you say about your passions? What do you wish the church spent more time and resources addressing? **Record your answers below.**

ABILITIES

What natural-born talents do you possess that would help the church achieve its mission better? What skills have you developed in school, career, or hobby that would help the church achieve its mission better? If you could do a project that would be accomplished better than most, what would it be? **Record your answers below.**

CROSSWALK ASSESSMENT TOOL — CONTINUED

PERSONALITY TEMPERAMENT

From the writings of the four Gospels, we can easily discover that each author possessed one of the four basic personality types. **Circle which profile below describes you best.**

MATTHEW - *active/people oriented* - inspiring, impressive, enthusiastic, optimistic, impulsive, emotional, creative problem solver, encourager, large number of friends, more concerned with approval than getting results, thrive on motivating others, their positivity helps to negotiate conflicts, inattentive to details, tends to be a poor listener, needs to control their urge to be the center of attention, great teammate, finds value in human touch and connection.

MARK - *active/task oriented* - direct, decisive, risk taker, problem solver, completing tasks is more important than approval by people, not afraid to challenge the status quo, thrives on developing new things, responds best to direct confrontation, aversion to routine, tends to overstep boundaries, uses innovative thinking to accomplish difficult tasks and conquer challenges, finds value in time management.

LUKE - *reflective/people oriented* - steady, reserved, stable, predictable, don't like change, thrive in secure, non-threatening environments, friendly, understanding, good listener, loyal worker, happy to do the same job consistently, ability to forgive, reliable, dependable, a good friend, difficulty with adjusting to change, sensitive to criticism, could improve upon saying "no," avoids the limelight, will rise to the occasion to help others, finds value in helping others.

JOHN - *reflective/task oriented* - careful, analytical, logical lines of thinking drive them forward, accuracy is a priority, hold high standards, value systematic approaches to problem solving, they thrive upon the opportunity to provide solutions, tend to ignore the feelings of others, difficulty in verbalizing feelings, tend to get bogged down in details, need clear-cut boundaries, love providing reality checks to the team, needs perfectionism, shies away from argument/confrontation, thorough in all activities, conscientious, finds value in being correct.

EXPERIENCES IN LIFE

Consider what roles you have played in previous churches and other organizations that would have provided you experience in a certain area of this church. What have you been through that could be translated to help someone else get through to the other side of victory? What have you learned in school or in your career that might be helpful to the mission of this church?

Record your answer below.

GIFT DEFINITIONS AND SCRIPTURE REFERENCES

The following contains definitions of the Spiritual gifts. While not meant to be dogmatic or final, these definitions and supporting scriptures do correspond to characteristics of the gifts as expressed in the Gifts Questionnaire. The team list following the supporting scripture provides suggested teams with serving environments where the corresponding gifts can be most effective.

A. ADMINISTRATION

The gift of administration is the divine strength or ability to organize multiple tasks and groups of people to accomplish these tasks. (Luke 14:28-30; Acts 6:1-7; 1 Corinthians 12:28)

(Admin Team, Connect Group Leader, Missions Team, SEU, Support Team)

B. APOSTLESHIP

The gift of apostleship is the divine strength or ability to pioneer new churches and ministries through planting, overseeing, and training. (Acts 15:22-35; 1 Corinthians 12:28; 2 Corinthians 12:12;

Galatians 2:7-10; Ephesians 4:11-14)

(Connect Group Leader, Crosswalk Youth, Growthwalk, Kidswalk, Sisterhood, Missions Team)

C. CRAFTSMANSHIP

The gift of craftsmanship is the divine strength or ability to plan, build, and work with your hands in construction environments to accomplish multiple ministry applications. (Exodus 30:22, 31:3-11; 2 Chronicles 34:9-13; Acts 18:2-3)

(Connect Group Leader, Creative, Kidswalk, Production Team, Support Team)

D. DISCERNMENT

The gift of discernment is the divine strength or ability to spiritually identify falsehood and to distinguish between right and wrong motives and situations. (Matthew 16:21-23; Acts 5:1-11, 16:16-18; 1 Corinthians 12:10; 1 John 4:1-6)

(Connect Group Leader, Crosswalk Youth, Kidswalk, Prayer Team, Sisterhood, Worship Team)

E. EVANGELISM

The gift of evangelism is the divine strength or ability to help non-Christians take the necessary steps to becoming a born-again Christian. (Acts 8:5-6, 8:26-40, 14:21, 21:8; Ephesians 4:11-14)

(Connect Group Leader, Crosswalk Youth, Prayer Team, Sisterhood, Welcome Team)

F. EXHORTATION

The gift of exhortation is the divine strength or ability to encourage others through the written or spoken word and Biblical truth. (Acts 14:22; Romans 12:8; 1 Timothy 4:13; Hebrews 10:24-25)

(Connect Group Leader, Kidswalk, Sisterhood, Welcome Team, Worship Team)

G. FAITH

The gift of faith is the divine strength or ability to believe in God for unseen supernatural results in every arena of life. (Acts 11:22-24; Romans 4:18-21; 1 Corinthians 12:9; Hebrews 11)

(Connect Group Leader, Crosswalk Youth, Kidswalk Team, SEU, Sisterhood, Welcome Team, Worship Team)

H. GIVING

The gift of giving is the divine strength or ability to produce wealth and to give by tithes and offerings for the purpose of advancing the Kingdom of God on earth. (Mark 12:41-44; Romans 12:8; 2 Corinthians 8:1-7, 9:2-7)

(ALL TEAMS)

I. HEALING

The gift of healing is the divine strength or ability to act as an intermediary in faith, prayer, and by the laying-on of hands for the healing of physical and mental illnesses. (Acts 3:1-10, 9:32-35, 28:7-10; 1 Corinthians 12:9, 28)

(ALL TEAMS)

J. HELPS

The gift of helps is the divine strength or ability to work in a supportive role for the accomplishment of tasks in Christian ministry. (Mark 15:40-41; Acts 9:36; Romans 16:1-2; 1 Corinthians 12:28)

(Admin Team, Connect Group Leader, Production Team, SEU, Support Team, Welcome Team)

K. HOSPITALITY

The gift of hospitality is the divine strength or ability to create warm, welcoming environments for others in places such as your home, office, or church. (Acts 16:14-15; Romans 12:13, 16:23; Hebrews 13:1-2; 1 Peter 4:9)

(Connect Group Leader, Crosswalk Youth, Kidswalk, Sisterhood, Welcome Team)

L. INTERCESSION

The gift of intercession is the divine strength or ability to stand in the gap in prayer for someone, something, or someplace, believing for profound results. (Hebrews 7:25; Colossians 1:9-12, 4:12-13; James 5:14-16)

(Connect Group Leader, Missions Team, Prayer Team, Worship Team)

M. KNOWLEDGE

The gift of knowledge is the divine strength or ability to understand and to bring clarity to situations and circumstances often accompanied by a word from God. (Acts 5:1-11; 1 Corinthians 12:8; Colossians 2:2-3)

(Connect Group Leader, Missions Team, Prayer Team, Welcome Team)

N. LEADERSHIP

The gift of leadership is the divine strength or ability to influence people at their level while directing and focusing them on the big picture, vision, or idea. (Romans 12:8; 1 Timothy 3:1-13, 5:17; Hebrews 13:17)

(ALL TEAMS)

O. MERCY

The gift of mercy is the divine strength or ability to feel empathy and to care for those who are hurting in any way.

(Matthew 9:35-36; Mark 9:41; Romans 12:8; 1 Thessalonians 5:14)

(Connect Group Leader, Crosswalk Youth, Kidswalk, Missions Team, Prayer Team, Sisterhood)

P. MIRACLES

The gift of miracles is the divine strength or ability to alter the natural outcomes of life in a supernatural way through prayer, faith, and divine direction. (Acts 9:36-42, 19:11-12, 20:7-12; Romans 15:18-19; 1 Corinthians 12:10, 28)

(ALL TEAMS)

Q. MISSIONARY

The gift of missions is the divine strength or ability to reach others outside of your culture and nationality, while in most cases living in that culture or nation. (Acts 8:4, 13:2-3, 22:21; Romans 10:15)

(ALL TEAMS)

R. MUSIC / WORSHIP

The gift of music/worship is the divine strength or ability to sing, dance, or play an instrument primarily for the purpose of helping others worship God. (Deuteronomy 31:22; 1 Samuel 16:16; 1 Chronicles 16:41-42; 2 Chronicles 5:12-13, 34:12; Psalm 150)

(Connect Group Leader, Worship Team, Production Team)

S. PASTOR / SHEPHERD

The gift of pastor/shepherd is the divine strength or ability to care for the personal needs of others by nurturing and mending life issues. (John 10:1-18; Ephesians 4:11-14; 1 Timothy 3:1-7; 1 Peter 5:1-3)

(Connect Group Leader, Crosswalk Youth, Kidswalk, Missions Team, Sisterhood)

T. PROPHECY

The gift of prophecy is the divine strength or ability to boldly speak and bring clarity to scriptural and doctrinal truth, in some cases foretelling God's plan. (Acts 2:37-40, 7:51-53, 26:24-29; 1 Corinthians 14:1-4; 1 Thessalonians 1:5)

(Connect Group Leader, Missions Team, Prayer Team, Worship Team)

U. SERVICE

The gift of serving is the divine strength or ability to do small or great tasks in working for the overall good of the body of Christ. (Acts 6:1-7; Romans 12:7; Galatians 6:10; 1 Timothy 1:16-18; Titus 3:14)

(ALL TEAMS)

V. TEACHING

The gift of teaching is the divine strength or ability to study and learn from the Scriptures primarily to bring understanding and depth to other Christians. (Acts 18:24-28, 20:20-21; 1 Corinthians 12:28; Ephesians 4:11-14)

(Connect Group Leader, Crosswalk Youth, Kidswalk, Missions Team)

W. TONGUES (and Interpretation)

The gift of tongues is the divine strength or ability to pray in a heavenly language to encourage your spirit and to commune with God. The gift of tongues is often accompanied by interpretation and should be used appropriately.

(Acts 2:1-13; 1 Corinthians 12:10, 14:1-14)

(ALL TEAMS)

X. WISDOM

The gift of wisdom is the divine strength or ability to apply the truths of Scripture in a practical way, producing the fruitful outcome and character of Jesus Christ. (Acts 6:3,10; 1 Corinthians 2:6-13, 12:8)

(ALL TEAMS)



TEAMS

PRODUCTION

Utilize creativity and technical skills to provide a distraction-free, excellent, and engaging service environment in which people can encounter Jesus. There are opportunities to serve with lighting, audio, visuals, live video, or stage management.

KIDSWALK

Kidswalk is Jesus centered, Bible teaching, and world reaching. Serving in Kidswalk includes opportunities to use your spiritual gifts to disciple the next generation and create a fun and safe environment for babies through 5th grade.

WORSHIP

A rising generation of passionate worshipers that help people encounter Jesus through authentic and energetic music. Serve by using your gifts in singing or playing an instrument in our weekly services, ministry events, and conferences.

CREATIVE

Use your passion for photography, film making, graphic design, marketing, and web development to share the good news of Jesus.

KINGDOM BUILDERS

Connecting business leadership to Kingdom purposes and accelerating the mission of the local church through generosity.

WELCOME

Create welcoming environments for every CrossWalk guest. Every first impression can make a huge impact in people's lives! Help set a welcoming, expectant, and excellent atmosphere through roles like hosting, greeting, and making a space come to life with little details that go the extra mile.

YOUTH

Use your gifts to invest in and raise up the next generation of leaders in our church. For those passionate about working with young leaders, opportunities to serve involve connect group settings, worship services, conferences, and other social events.

SISTERHOOD

Sisterhood is an ever-expanding company of women of all ages and walks of life who believe in the value and potential of women. Community and growth happen through Connect Groups, studies, conferences, and other events. Help make Sisterhood happen by being a part of Welcome, Admin, Hosting, and working with special events.

SEU

Southeastern University in Lakeland, Florida partners with Crosswalk Church to host an extension site right here in Virginia. Students have the opportunity to receive excellent and accredited college education for an affordable price while they discover their divine design in a local church setting.

ADMIN

Help with tasks directly related to the day-to-day functioning of church life. From data entry to system management, there are opportunities to serve throughout the week to make church happen on Sundays!

SUPPORT

Use your hands-on skills to contribute to practical ministry in areas like event logistics, facility assistance, and project building.





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